1. **In order to effectively work with Latin@ communities, community based organizations must aim for a deep understanding of the community they serve.**

   1.1. Organizations represent that Latin@s have different experiences which shape our worldview in unique ways including: gender identity, generational status, religion, biculturalism, indigenous heritage, etc.

   > **In what ways is the community you serve unique?**

   1.2. Organizations acknowledge the multiple and intersecting cultures of participants (e.g. Trans culture, deaf culture, biculturalism, transnational, migrant cultures, etc.).

   > **What are the intersecting cultures of your participants?**

   1.3. Organizations define family broadly to include the diversity of families, e.g. LGBTQ, mixed documentation statuses, extended kin, and transnational families. etc.

   > **How is family defined in your organization?**

2. **Organizations tailor their activities to reflect the realities of their participants and aim to meet the needs of the whole person.**

2.1. Organizations incorporate Latin@ cultural worldviews including the importance of family, the value of children, and the power of sharing their stories in their native language.

What cultural worldviews are central to your organization?

2.2. Organizations address intersecting issues present in Latin@'s lives (e.g., poverty, racism, immigration stressors, etc.).

How does your organization address intersecting issues?

2.3. Organizations deeply understand the lived realities of the people whom they work with.

How do you define the community you serve?

3. **Organizations work towards the collective healing of communities.**

3.1. Organizations promote collective and community healing.

What does your organization do to promote collective and community healing?

3.2. Organizations understand the collective trauma within their community (e.g. forced displacement, forced assimilation, subjections to civil and personal violence, coupled with poverty and neglect over many generations culminate to collective experiences of trauma).

What collective traumas are inherent in your community?

3.3. Organizations understand that all oppressions are interrelated, and work to change other systems for which the community interacts (e.g. immigration, child protective services, healthcare, etc.).

What other systems does your organization address?

4. **Alternative spaces are created that build on the cultural strengths of Latin@ communities.**

4.1.   Organization provides spaces where Latin@ culture is positively represented and where they are encouraged to follow their traditions.

How does your organization's physical environment reflect the participants' culture? What traditions are followed?

4.2.   Organization leadership reflects personnel from the Latin@ community.

Does your organization leadership reflect the Latino community you are serving?

5. **Promote an organization of collaboration and minimal hierarchical structures in which participants and/or communities have equal voice with staff to shape program activities.**

5.1. Organization engages community and participants to shape their organization and programming.

> **How does the organization collect participant and community feedback? How is this feedback incorporated into the organization?**

5.2. The organization engages in self-reflection on community engagement process.

> **How does your organization promote self-reflection? Is there a process of community engagement?**

6. **Prioritize safety and trust.**

6.1. Organization intentionally creates a safe environment, away from discrimination and immigrant enforcement.

What steps are in place to encourage safety?

6.2. The pace at which participants' progress through an intervention or prevention program should reflect their timing (not ours) in order to enhance building trust and enhance safety.

What markers are there to track participant success (program completion)? How is participant success defined?

6.3. Organization mirrors the collectivist culture by collaborating with other organizations (that are also safe and are trusted by the community) to maximize access to resources.

How does your organization collaborate with other organizations? How does your organization ensure that they are trusted organizations?